

| 5 Year STRATEGIC PLAN FOR INDIANA'S CIP TRAINING GRANT (2006- 2011) |  |  |   |   |         |  |
|---|--|--|---|---|---------|--|
| Issue To Be Addressed   | Activity   | Responsible Person or Entity   | Timeline  | Interim Benchmark   | Outcome | Indicator  |
| Plan First Annual Summit on Children                                | (Revised) Meet with Indiana Judicial Center staff, CIP Executive Committee, Juvenile Justice Improvement Committee and Multidisciplinary Task Force to coordinate and plan the First Annual Summit on Children (completed) | CIP Grants Administrator   | March- May 2007   | Commitment to the project at the state level, collaboration of multiple disciplines |         | Courts, Task Force and other child welfare stakeholders support the project<br><br>Contract with Convention Center and Hotel is signed |
|   | Develop Pre-Summit Forms:<br>* Pre-Summit Roundtable reports<br>* Summit assessment forms<br>* Post Summit Action Plans<br>* Summit Evaluations (Completed)  | CIP Grants Administrator   | March through Oct, 2007                                     | Planning  |         | Forms developed  |
|   | Ask every judge with juvenile jurisdiction to convene a community pre-summit roundtable to include their DCS   | Task Force Chair, Indiana Juvenile Justice Committee, Indiana Council of Juvenile and Family Court Judges, Chief Justice, CIP Grants Administrator | May, 2007- June, 2007[2]<br>Follow-up notice in August 2007 | Commitment to the project at the local level  |         | Roundtables organized  |
|   | Roundtables to meet at least one time in each participating county (completed)   | CIP Grants Administrator, Trial Court judges   | Sept. 2007  | Pre-summit work is completed  |         | Roundtables meet   |
|   | Ask each roundtable to submit to the Indiana Judicial Center their pre-summit information. (completed)<br><br>Ask each roundtable to select 3-4 delegates to send to the State Summit on Children.(Completed)              | Trial court judges to submit to CIP Grants Administrator   | Sept. 2007  | See above   |         | Pre-summit surveys are returned to IJC<br><br>Teams are established and registered for Summit  |

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|   | Finalize logistics, presenters and agenda(completed)  | CIP Grants Administrator, IJC Staff                       | September 2007  | Planning  |         |   |
|   | Summit Held (completed)   | CIP Grants Administrator, IJC Staff                       | Dec. 14, 2007   | Good attendance and meaningful participation  |         | Majority of Counties present at summit  |
|   | County Action Plans submitted   | Trial Judges  | December 2007 thru January 2008   | Participants follow up with good action plans for their counties                    |         | Plans submitted from local teams  |
|   | Analyze information received by counties for data collection needs, training needs and program needs (completed)  | CIP Grants Administrator                                  | January - March 2008  | Information needed to plan for future training and programming and/or projects      |         | Report information to task force  |
|   | Follow-up and support counties in implementing action plans through CIP grant application process; site visits (completed)                                | CIP Grants Administrator                                  | Ongoing from January 2007 thru May 2008                                 | Implementation of worthwhile programs or initiatives at the local level.            |         | Courts submit applications for CIP sub-grants   |
|   | Evaluation of the Summit including consideration of plans for future Summits (completed)  | CIP Grants Administrator, CIP Exec. Committee, Task Force | January 2008  | Good participant response to evaluation and action plans submitted.                 |         | Counties continue Roundtable and act upon their plans   |
|   | Follow up with local teams (completed)  | CIP Grants Administrator                                  | February - March 2008   | Site visits provide an opportunity to encourage CIP projects and initiatives        |         | Local collaborative efforts result in improvement in the child welfare system   |
|   | (New) Plan future Summit or collaborative conference  | CIP Grants Administrator, Task Force, IJC Staff           | September 2009-June 2010<br><b>(Revised)</b><br>August 2010 - June 2011 |   |         | Well organized, executed and successful second Indiana Summit on Children or other collaborative conference                 |
| Organize Statewide, multi-disciplinary training event               | Annual Juvenile Judges' Meeting held every June that traditionally includes only judges will take on a multi-disciplinary format in June,2008 (Completed) | CIP Grants Administrator                                  | Feb-May, 2008   | Collaboration between Courts and DCS to provide relevant training for both entities |         | Participants in the cross-training all implement the training they have received to make positive changes in their practice |

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|   | Identify training needs; goals and objectives for the multi-disciplinary training in June, 2008. (Completed)   | CIP Grants Administrator, Task Force, Indiana Judicial Center Staff, CIP Executive Committee | Feb-April 2008 | Collaboration and Planning   |                   | Tentative plans for topics, themes and speakers  |
|   | Determine who in addition to the juvenile judges will be invited to attend. (Completed)  | IJC Staff, CIP Grants Administrator, DCS Staff   | Feb-April 2008 | Planning<br><br>Representatives from Courts and agency are included in the training opportunity. |                   | List of conferees determined   |
|   | Finalize plans for training event (Completed)  | CIP Grants Administrator<br>IJC Staff  | Feb-June 2008  | Planning   |                   | Plans finalized, including logistics, speakers, agenda   |
|   | Multi-disciplinary training event (Completed)  | CIP Grants Administrator, IJC Staff, DCS Staff   | June, 2008     |  |                   | Attendance by trial judges and DCS staff   |
|   | Evaluation of training event (Completed)   | CIP Grants Administrator<br><br>IJC Staff  | 1-Jul-08       | Good participant response as to the effectiveness and value of cross-training                    |                   | Positive evaluations from a significant percentage of the conferees<br><br>Ideas for future events generated |
| Develop training video on Termination of Parental Rights (TPR)      | Development of a script or case summary for a termination of parental rights trial; draft petitions, exhibits, hand-out materials and develop an agenda for the day. (Completed) | CIP Grants Administrator, DCS Legal Staff  | Jan. 2008      | Plan for a day long training based on a simulated trial to be held in a juvenile court.          | Plan is developed | A good plan and a timetable is established to complete the project.  |
|   | Arrange for a location and video taping of the mock TPR trial. Assign roles, determine who will included in the live audience. (completed)                                       | CIP Grants Administrator, DCS Legal Staff  | Jan. 2008      |  | Plan is developed |  |

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|  | Hold the Mock Trial in Allen County Juvenile Court (completed)  | CIP Grants Administrator   | Feb. 2008  |                   |   |  |
|  | Participate in editing of the tape (completed)  | CIP Grants Administrator   | April, 2008<br><br>Revised April, 2008 - July 2009             |                   |   |  |
|  | Distribute DVD to CASA, DCS and Courts to be used as a training tool  |  | June, 2008<br><br>Revised December 2009                        |                   |   |  |
| Develop training DVD on Youth in Foster Care                                       | Development of a training DVD on the perspective of youth in foster care<br><br>Update--DCS developed and produced the training DVD       | CIP Grants Administrator<br>DCS Permanency Coordinator<br>DCS Training & Education Coordinator | April-Oct. 2008  |                   | Production of a DVD of youth in foster care relating their experiences in the child welfare system in Indiana | DVD is available and utilized by child welfare stakeholders as a training tool |
| Distribute pamphlet that explains the Children in Need of Services (CHINS) process | Update an existing tool for explaining the CHINS court process to parents (Completed)   | CIP Grant Administrator<br>Executive Director of IARRCA  |  |                   | Updated booklet entitled "In the Child's Best Interest" is reprinted and available for distribution [1]       | Parents understand and are able to navigate the process                        |
|  | Meet with the Director of IARRCA and DCS to discuss the updates to be made to the pamphlet. (completed)                                   | CIP Grant Administrator<br>Executive Director of IARRCA<br>DCS Deputy Dir.                     | 1-Apr-08   |                   |   |  |
|  | IARRCA to submit an application for a sub-grant along with a budget, letters of support from judges and a plan for evaluation (Completed) | IARRCA Exec. Director  | May, 2008  |                   |   |  |
|  | Complete the updated version, including a Spanish translation and print copies for distribution (Completed)                               | IARRCA Exec. Director  | Oct, 2008  |                   |   |  |
|  | Distribute to appropriate child welfare stakeholders (Completed)  | CIP Grants Administrator<br>IARRCA Executive Director  | October 2008 and ongoing<br><br>(Revised) May 2009 and ongoing |                   |   |  |
|  | Print additional copies as needed (completed)   | CIP Grants Administrator<br>IARRCA Executive Director  | 2009 and ongoing   |                   |   |  |

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| Educational Advocacy for Youth in Foster Care                       | Update and revise Education Advocacy Manual for use by child welfare stakeholders (completed)  | CIP Grants Administrator<br><br>Executive Director, Youth Law T.E.A.M. | March, 2008   |   |         | Current manual and training module regarding advocacy for children in special ed to be available for FCMs, courts, CASAs, foster parents and birth parents. |
|   | Meet to discuss the project; updates needed due to changes in special ed law, goals and objectives, format, the audience for whom the manual and training will be directed (completed)   | CIP Grants Administrator<br><br>Executive Director, Youth Law T.E.A.M. | March 2008  |   |         |   |
|   | Youth Law T.E.A.M. to submit an application for a sub-grant along with a budget, letters of support from judges and a plan for evaluation (completed)  | Executive Director, Youth Law T.E.A.M.                                 | May 2008  |   |         |   |
|   | Revision of manual and training module developed (completed)   | Youth Law T.E.A.M.   | June-Sept 2008<br><br>Revised June 2008-December 2008 |   |         |   |
|   | Make the training opportunity known to child welfare stakeholders (completed)  |  | Sept.2008   |   |         |   |
|   | Provide training on educational advocacy to courts, CASA's, DCS and birth parents.   |  | Sept. 2008 through Sept. 2010                         |   |         |   |
| <b>Regional, multi-disciplinary training on DCS Practice Reform</b> | Plan regional training meetings on Practice Reform for judges, CASAs and attorneys. Include content, time and location for initial regional training. Establish a panel for the presentation, to include a trial judge whose county has implemented practice reform. Encourage judges to attend the training sessions(completed) | CIP Grants Administrator<br><br>DCS Staff                              | March 2007  | Collaboration between CIP and DCS<br><br>Planning |         | Regional training meetings are planned and the agenda is established  |
|   | Conduct regional training events(completed)  |  | ongoing until all regions have been trained           | Legal personnel attend regional training          |         | Court personnel in regions 9 and 18 are trained   |

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|   | Evaluate the initial training (completed)   | CIP Grants Administrator<br><br>DCS Staff                                 | June 2007   | Good participant response:<br>* Need for and value of the training affirmed<br>* Need for changes identified          |  | Evaluations are submitted and indicating the value of the training and suggestions for needed modification, if any |
|   | Trainings in regions 7 and 15 (completed)   | CIP Grants Administrator<br><br>DCS Training Staff                        | July 20 and August 10 2007  | Stakeholders are informed of the date and content and register for attendance   |  | Trainings held; good participation from the stakeholders   |
| <b>Collaborative Training</b>                                       | Schedule regular ongoing meetings with DCS Education and Training Staff to determine ongoing need for training for judges, court personnel and other child welfare stakeholders   | CIP Grants Administrator<br><br>DCS Training Staff                        | July 2008 and ongoing through July 2010                                     | DCS and Courts collaborate on the regional level to meet the training needs of the regions.                           |  | Planning Meetings are held   |
| <b>CFSR/PIP</b>   | Participation in the PIP process, identifying those areas needing improvement that impact the courts (completed)  | CIP Grants Administrator  | May 15, 2008 is the first PIP meeting after the receipt of the final report |   |  |  |
|   | Encourage judicial participation in the PIP (completed)   |   | May-June 2008   |   |  |  |
|   | Identify training needs based on results of CFSR/PIP and complete the plans for training including content, instruction and delivery. Determine who the trainers/instructors will be and what locations and times are most convenient and conducive to good participation | DCS staff<br>CIP Grants Administrator<br>Task Force                       | Ongoing from May 2008 through 2010<br><br>Revised January 2009 through 2010 | Relevant training modules are developed in a format that is convenient and available to court personnel and DCS staff |  | Training needs are identified and modules are developed.   |
| <b>Local Training</b>   | Local training events sponsored by trial court judges in their counties<br><br>Revised Provide sub-grants for training events or programs that meets local needs  | Trial Judges and their Roundtables<br><br>Revised CIP Executive Committee | 2008-2011   | CIP training grant funds utilized to meet local needs for training in a convenient and affordable format.             | Cross-Training for all stakeholders geared to local needs<br>Training transfers to practice. | All stakeholders have an opportunity to participate in training transfers to practice.                             |
|   | Establish eligibility criteria for training grants proposals (completed)  | CIP Grants Administrator<br><br>CIP Executive Committee                   | May, 2008   | Criteria for awarding training sub-grants is established--to include an agreement to do an evaluation.                |  | Application process is ready to begin.   |

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|   | Accept Grant Proposals, Evaluate and make sub-grant awards  | CIP Grants Administrator<br><br>Trial Court Judges & Staff<br><br>Revised CIP Grants administrator, CIP Executive Committee | Sept-Oct yearly   | Sub-grant proposals submitted to CIP Grants Administrator | Local trainings are possible through CIP funding  | Best Practices in all juvenile courts     |
|   | Follow-up on sub-grants through program reports, including results of the evaluations.  | Sub-grantees submit reports to CIP Grants Administrator.  | Within 6 months of the local training event   | Evaluation completed, submitted and reviewed.             | Effective trainings at the local level.   | Best Practices in all juvenile courts.    |
| <b>Judicial Training</b>  | Annual Juvenile Judges Conferences to Include training on such topics as Child well-being, permanency, Safety, ICPC, CFSR/PIP, and other relevant child welfare topics designed to support the educational needs of judicial officers | IJC Staff<br><br>(Revised) Indiana Judicial Center Staff, CIP Grants Administrator  | annually  |   |   |   |
| <b>Judicial Training for Newly Elected Juvenile Court Judges</b>    | New Judge Orientation Emphasize...<br>* Judicial shared responsibility<br>* Juvenile Courts as problem solving courts<br>* CIP awareness  | CIP Grants Administrator  | As Needed   |   |   |   |
| <b>Court Personnel Training</b>                                     | Provide support for CIP, court staff and juvenile judges to participate in appropriate training opportunities on the national level.  | CIP Grants Administrator  | Ongoing   |   |   |   |
| <b>Provide Spanish training to court personnel</b>                  | Make Spanish classes developed through collaboration with Indiana Supreme Court and Ivy Tech Community College available to juvenile court personnel/DCS staff, and to CASA's who might not otherwise be eligible.                    | CIP Grants Administrator<br><br>Indiana Judicial Center Staff   | Ongoing   | Eligible persons apply for participation in the classes.  | Court personnel who need to communicate basic information regarding court proceedings can develop the skill to interact with Spanish speaking families. | Enough people registered to form a class. |
|   | Contact CASA programs that are independent of courts regarding the program  | CIP Grant Administrator   | Jan 2008--<br>Marion County;<br>March, 2008<br>LaPorte County<br>Ongoing thereafter |   |   |   |



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|   | Provide application forms, process the forms for enrollment  | CIP Grants Administrator<br>Indiana Judicial Center Staff  | Ongoing  | Eligible persons enroll   |  | Minimum number of enrollees apply  |
|   | Coordinate with Ivy Tech to fill classes   | Indiana Judicial Center Staff, IVY Tech Staff  | Ongoing  | Eligible persons will complete the classes  |  | Classes are formed   |
|   | Classes conducted at regional campuses   |  | Ongoing  |   |  | Classes are completed  |
| Multi-Disciplinary Training-Youth In Transition                     | Exploration of ways of providing Information to youth in the system regarding their rights, permanency options and opportunities for transition from foster care.                  | CIP Grants Administrator, Task Force   | Oct. 2009<br><b>(Revised)</b> 2010-2011        | Agenda Item for meetings in Oct. 2009.<br><br>(Revised) Agenda item for meetings in 2010-2011 | Youth for whom the permanency plan has been APPLA and are close to aging out of the child welfare system will have information necessary for their transition into independent living. | Youth make the transition from foster care to independent living with the information they need readily available. |
|   | Research and review state and federal requirements; research and review information and materials that DCS and other organizations or jurisdiction have already developed.         | CIP Grants Administrator and Task Force Members  | Nov. 2009<br><b>(Revised)</b> 2010-2011        | Agenda item for Dec. 2009<br><br>(Revised) Agenda item for 2010                               | Task Force is informed and has examples to replicate if appropriate  |  |
|   | analyze information and materials that have already been developed; identify required information that may not already be distributed; develop plan for providing the information. | Task Force Chair<br>Indiana Juvenile Justice Committee<br>Indiana Council of Juvenile and Family Court Judges<br><br>Chief Justice<br><br>CIP Grants Administrator | By Feb. 2010<br><br><b>(Revised)</b> 2010-2011 | Agenda Item for monthly meetings in Dec-Feb. 2009<br><br>(Revised) monthly meeting in 2010    | Plan is complete and ready to implement  |  |

Please Note: Changes in submission from the previous year are noted in bold as either (Revised) or (New)